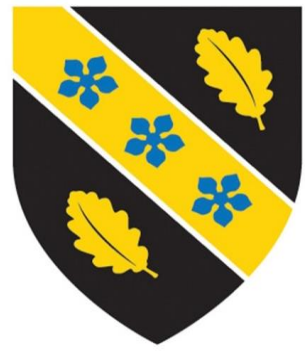


Managing People
Assessment 1



Unlocking Growth: Technology's Impact on Training & Development

University of Wales Trinity Saint David



Name: George Iulian Chiras
Student IdNumber:2120095
Module Code: LCBB5004
Lecturer: Nishi Ramssurrun

Importance of Training Excellence



- Enhance effectiveness and efficiency
- Leverage capabilities of digital tools
- Facilitate learning
- Engagement
- Skill development

Importance of Technology in training and development

ADVANTAGEG

- Accessibility
- Interactivity
- Personalization
- Cost-effectiveness
- Real-time feedback
- Multimedia resources
- Data-driven insights
- Continuous learning
- Adaptability

(Armstrong, 2014)
(Wilkinson, 2016)

Importance of Technology in training and development

DISADVANTAGES

- Technical issues
- Overreliance on screens
- Lack of personal interaction
- Security concerns
- Quality of content
- Distractions
- Difficulty in assessing practical
- Maintenance and updates

The Impact of Technology-Based Training Programs

Employees



- Offers **Software Engineering** training
- Leverages online resources
- Virtual classrooms, and hands-on projects.



- **Toyota Virtual System** employs VR for workforce training.
- Simulates real-world manufacturing processes.
- Enhances understanding and problem-solving skills.



- **Microsoft Learn** offers training and certifications
- Covers Azure cloud computing and Microsoft Office.
- Provides diverse learning modules, labs, and assessments.



- **LinkedIn Learning:** Diverse courses in business, tech, creativity, and personal development.
- Enhances skills, updates on trends.
- Personalized, bite-sized modules.

(Media Training, 2023)
(About Amazon Staff, 2019)

The Benefit of Technology-Based Training Programs



Leads to higher productivity and quality standards.



Facilitates transition to technical roles, promoting internal mobility and retention

Employee

Integration with Microsoft's ecosystem fosters innovation and productivity



Fosters continuous career growth.



(Pan, 2023)
(Media Training, 2023)
(About Amazon Staff, 2019)
(Renars, 2023)

The Impact and Benefits of Technology-Based Training Programs

Employers

Flexibility



Online training and certification paths

Standardization



Virtual simulations

Cost-effectiveness



Online resources and virtual classrooms

Expandability



Library of online courses

Enhancing Employee Engagement

Key Elements of Technology-Based Training

- Interactive learning activities
- Personalized content
- Immediate feedback
- Rewards and recognition
- Accessibility and flexibility
- Career advancement



Conclusion

- Technology revolutionizes training programs in the 21st century.
- Interactive, personalized, and feedback-rich learning experiences foster employee engagement.
- Accessibility and flexibility empower self-paced learning.
- Rewards, recognition, and career advancement opportunities motivate and retain employees
- Technology transforms training programs, making them more effective, efficient, and adaptable to the modern workforce's needs.

“Tell me and I forget. Teach me and I remember. Involve me and I learn.” - Benjamin Franklin



Thank you for your attention

Q & A

References

About Amazon Staff, (2019), Training, *Training, development and ideas for improvement are foundational experiences of working in our fulfilment centers*, Available at: <https://www.aboutamazon.co.uk/news/operations/training>, Accessed on 05/04/2024.

Armstrong, M. (2020) , Armstrong's handbook of human resource management practice, 15th edition., London, England, New York, New York, New Delhi India, Kogan Page.

Armstrong, M. et. al. (2014) Armstrong's handbook of human resource management practice, 13th edition. London: Kogan Page.

Beardwell, J., Claydon, T. (2017), Human Resource Management, *A Contemporary Approach*, 8th edition. England, Financial Times/Prentice Hall.

Mullins, L.J. (2019), Organizational behavior in the workplace, 12th edition. Harlow, United Kingdom, Pearson Education Limited.

Media Training, (2023), Training and Development: Toyota's Investment in its Employees, Available at: <https://www.ineak.com/training-and-development-toyotas-investment-in-its-employees/#title-0>, Accessed on 05 April 2024.

Pan, Z. (2023), The Introduction and Analysis of Microsoft's Staff Training Practices, International Journal of Education and Humanities, Vol. 11, No. 2, pp. 107-109, Available at: <https://www.researchgate.net/scientific-contributions/Zhongchao-Pan-2266616254>, Accessed on 5 April 2024.

Renars, G., (2023), Learning & Development increases Employee Motivation, Available at: <https://www.linkedin.com/pulse/learning-development-increases-employee-motivation-ren%C4%81rs-alksn%C4%ABtis/>, Accessed on 05 April 2024.

Wilkinson, A., et. al. (2016), Contemporary Human Resource Management, *Text and Cases*, 5th edition, Harlow, Pearson Education.